

Voluntary Modern Slavery Statement

This statement sets out Hencilla Canworth's position and action to understand the potential modern slavery risks related to its activities.

'Modern slavery' is defined by the Modern Slavery Act 2015 ("the Act") as a term encapsulating the offences of slavery, servitude and forced or compulsory labour, and human trafficking. It is used with this definition throughout the statement, which supports compliance with section 54 of the Act.

We oppose slavery and human trafficking in all its forms and have put in place steps that are aimed at ensuring that there is no slavery or human trafficking in our own business – and that in so far as reasonably possible, our suppliers and clients hold the same ethos.

As an organisation, we are committed to valuing human rights, equality and challenging discrimination. We take our role seriously in taking a robust approach to the global problem of slavery and human trafficking.

We are committed to preventing slavery and human trafficking in our business activities, and to ensure that suppliers and clients we engage with are free from slavery and human trafficking. If an existing or potential supplier or client were to be suspected of having links to involvement in modern slavery, our arrangements with them will immediately cease.

Hencilla Canworth has policies and procedures in place to ensure compliance with UK employment law. Those policies with direct relevance to modern slavery include safeguarding, whistleblowing, grievance, equality diversity and inclusion and dignity at work. Our staff, suppliers or clients are not in any category which is generally seen to be vulnerable to modern slavery in the UK.

To ensure a high level of understanding of the risks of modern slavery and human trafficking, Counterculture is fully committed to providing the necessary training to our staff and partners in order to raise awareness, so they can:

- Recognise the risks of modern slavery and human trafficking in the supply or client chain.
- Identify and report potential violations of The Modern Slavery Act 2015.

This statement is made voluntarily, in support of the principles of the Modern Slavery Act 2015. It has been approved by our Board of Directors and is Hencilla Canworth's commitment against modern slavery and human trafficking.